



Equality, Diversity and Inclusion Policy

EQUITY POLICY

There is no place in cricket for discrimination in any form.

South Northumberland Cricket Club is fully signed up to the ECB's cricket equity policy as follows:

ECB Cricket Equity Policy.

1. Statement of Intent

1.1 The ECB is fully committed to the principles of equality of opportunity and aims to ensure that no individual receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief. This includes job applicants, employees, participants, volunteers and spectators.

1.2 The ECB will ensure that there will be open access to all those who wish to participate in all aspects of cricket and that they are treated fairly.

1.3 The ECB specifically supports initiatives by other organisations within cricket which recognise the principles of equality of opportunity and treatment such as the International Cricket Council Anti-Racism Policy and the Professional Cricketers Association's Racism Awareness Campaign.

2. Purpose of the Policy

2.1 The ECB recognises that certain sections of the community may have been affected by past discrimination and may have felt denied the opportunity to participate equally and fully in sport at all levels.

2.2 This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers.

2.3 This policy is applicable to the game of cricket at all levels and in all roles.

3. Actions

3.1 The ECB will produce and maintain an action plan to ensure the intent of this policy is delivered.

3.2 All areas of the organisation will be affected by this action plan, which will be incorporated in to the overall business plan.

3.3 The ECB recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under representation.

4. Legal Requirements

4.1 The ECB recognises its legal obligations under, and will abide by the requirements of, the following:

- **Equal Pay Act 1970**
- **Rehabilitation of Offenders Act 1974 (and Exemptions Order 1975)**
- **Sex Discrimination Acts 1975, 1986 & 1999**
- **Race Relations Act 1976 and the Race Relations Amendment Act 2000**
- **Children Act 1989 and 2004**
- **Disability Discrimination Act 1995**
- **Data Protection Act 1998**
- **Human Rights Act 1998**
- **Criminal Justice and Court Services Act 2000**
- **Employment Equality (Sexual Orientation) Regulations 2003**
- **Employment Equality (Religion and Belief) Regulations 2003**
- **Employment Equality (Age) Regulations 2006**

This includes any later amendments to the above Acts / Regulations, or future Acts / Regulations that are relevant to the ECB.

4.2 The ECB will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

5. Discrimination, harassment and victimisation

5.1 Discrimination can take the following forms:

5.1.1 Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances.

5.1.2 Indirect Discrimination. This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.

5.2 Harassment is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards

people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. The ECB is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

5.3 Victimization is defined as when someone is treated less favourably than others because he or she has taken action against the ECB under one of the relevant Acts / Regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

5.4 The ECB regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, volunteer or participant who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

6. Responsibility, implementation and communication

6.1 The following responsibilities will apply:

6.1.1 The Board is responsible for ensuring that this Equity Policy is followed and to deal with any actual or potential breaches.

6.1.2 The Chief Executive has the overall responsibility for the implementation of the Equity Policy.

6.1.3 A specific member of staff, designated by the Chief Executive, has the overall responsibility for achieving the equity action plan as this will form part of their work programme.

6.1.4 All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equity related tasks.

6.2 The new policy will be implemented immediately following Board agreement and, at a corporate level, will result in the following:

6.2.1 A copy of this document will be available to all staff (both permanent and contract), members and volunteers of the ECB.

6.2.2 The ECB will take measures to ensure that its employment practices are non-discriminatory.

6.2.3 No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

6.2.4 A planned approach will be adopted to eliminate barriers which discriminate. The ECB will ensure that best practice is extensively promoted and will expect that clubs and members will follow guidelines that are set down.

6.2.5 Ensure that consultants and advisers used by the ECB can demonstrate their commitment to the principles and practice of equity and that they abide by this policy.

6.2.6 The ECB will require all affiliated organisations to adopt this policy or ensure that current equity policies have the same stated intent as the ECB cricket policy

6.3 The new policy will be communicated in the following ways:

6.3.1 It will be part of the staff handbook and reference will be made to it in any codes of conduct.

6.3.2 It will be covered in all staff and volunteer induction training

6.3.3 All participants will be made aware of the policy's existence through the ECB website and a summary of any revisions will also be published there www.ecb.co.uk.

6.3.4 At time of review, a mechanism will be put in place to allow all staff, members, participants and volunteers to be part of the process.

7. Monitoring and Evaluation

7.1 This policy will be reviewed annually and changes made if required.

7.2 The equity action plan, created to ensure the intent of the policy is delivered, will be reviewed by the Chief Executive and the member of staff with the responsibility for its implementation, on a quarterly basis.

7.3 As part of the overall business delivery plan, the equity action plan will be reviewed by the Board on an annual basis.

7.4 On an annual basis, statistical information will be produced by the Chief Executive for the Board, and will be published internally and externally, to show the impact of this policy.

8. Disciplinary and Grievance Procedures

8.1 To safeguard individual rights under the policy, an employee, volunteer or participant who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

8.2 Appropriate disciplinary action will be taken against any employee, volunteer or participant who violates the ECB's Equity Policy.

8.3 An individual may raise any grievance and no employee, volunteer or participant will be penalised for doing so unless it is without foundation and not made in good faith.

Anti-Discrimination Policy

South Northumberland Cricket Club has adopted the principles of the ECB's Anti Discrimination Policy which is set out below:

ENGLAND AND WALES CRICKET BOARD ANTI-DISCRIMINATION CODE

The England and Wales Cricket Board (the ECB) is responsible for the governance of cricket in England and Wales. This ECB Anti-Discrimination Code (the Code) is part of the ECB's continuing efforts to maintain the integrity, diversity and inclusivity of cricket.

The ECB aims to create an environment within cricket in England and Wales in which no individual, group or organisation experiences discrimination or acts in a discriminatory manner on the basis of a Protected Characteristic (as defined in the Equality Act 2010 from time to time – which at the time of writing are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation).

This Code therefore sets out discriminatory behaviour which, when carried out by a participant who is required to comply with it, will be a breach of the Code and may be sanctioned accordingly.

All Participants (as defined below) agree by virtue of their involvement in cricket in England and Wales to be bound by this Code and submit to the disciplinary jurisdiction of the relevant body which applies to them.

All County Cricket Boards, First Class Counties, Regional Hosts, the National Counties, leagues, clubs and other organisations under the jurisdiction of the ECB or its Members must adopt and enforce the Code.

Participants who are party to an ECB agreement and/or in receipt of ECB funding may be obliged, as a condition of those agreements or funding, to comply with or adopt the Code and/or enforce the provisions of the Code through their own processes.

The Code may be amended from time to time by the ECB in its sole discretion, with such amendments coming into effect on the date specified by the ECB.

BREACHES UNDER THE ANTI-DISCRIMINATION CODE Cricket Organisation means

1. (a) CountyCricketBoards,FirstClassCounties,RegionalHosts,NationalCounties,the Marylebone Cricket Club and other organisations under the jurisdiction of the ECB or its Members;
2. (b) clubsandleagueswhichareaffiliatedtoorunderthejurisdictionofeithertheECBoranyof its Members; and
3. (c) any other organisations which adopt this Code.

Participant means:

- (a) Cricket Organisations;
- (b) employees,directors,officers,committeemembers,contractorsandvolunteers,in each case, of the ECB or any Cricket Organisation;
- (c) match officials including members of the Association of Cricket Officials;
- (d) members of the ECB Coaches Association;
- (e) an individual taking part in a cricket match or event under the jurisdiction of the ECB and/or any ECB Member; and
- (f) any other individual who becomes bound by this Code.

Example

Paragraph (f) above is intended to cover other individuals which a cricket organisation chooses to have bound by the Code. For example, a cricket venue may require spectators to abide by the Code by making it a provision of the ticket terms and conditions which a spectator agrees to.

1. It will be a breach of this Code for any Participant to:
 1. 1.1. discriminateagainstanypersonorpersonsbaseduponanyrelevantProtectedCharac teristic, whether by act or omission, directly or indirectly, unless permitted by law; and/or
 2. 1.2. engage in conduct related to a relevant Protected Characteristic which has the purpose or effect of violating another's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person or persons.

2. In deciding whether the conduct has the effect referred to in paragraph 1.2 above, the following shall be taken into account, namely –

- (a) the perception of the relevant person or persons,
- (b) the circumstances of the case, and
- (c) whether it is reasonable for the conduct to have that effect.

- 3. In instances where the Participant is an organisation, it will be a breach of this Code to fail to provide an effective, timely and proportionate response to an alleged breach under paragraph 1 above, carried out by any individual or organisation under the jurisdiction of the Participant.
- 4. The breaches referenced in paragraph 1 shall apply regardless of whether the Protected Characteristic(s) around which the breach is based applies to the person or people to whom the offending conduct is directed.

Example

If a player makes a homophobic comment directed at another player during a match, regardless of whether that other player belongs to the group referred to, this would amount to a breach of the Anti- Discrimination Code.

5. Any breach of this Code may also constitute an offence or breach of other applicable laws, rules and/or regulations. This Code is intended to supplement such other laws, rules and regulations and is not intended, and may not be interpreted, construed or applied, to prejudice or undermine in any way the application of such other laws, rules and/or regulations. Participants therefore acknowledge and agree that this Code does not limit their responsibilities or obligations under other laws, rules and/or regulations.

Reporting discrimination:

If you wish to report discrimination we would encourage you to do so immediately using the following link:

[England and Wales Cricket Board \(ECB\) - The Official Website of the ECB](#) – This link will take you to the ECB website where you find a link to submit a report.

This policy was adopted by the Board of Directors on 8th September 2025

It will be reviewed annually, 13th September 2026